

109TH CONGRESS  
2D SESSION

# S. 3476

To amend the Homeland Security Act of 2002 to establish employee professional development programs at the Department of Homeland Security.

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IN THE SENATE OF THE UNITED STATES

JUNE 7, 2006

Mr. AKAKA introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

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## A BILL

To amend the Homeland Security Act of 2002 to establish employee professional development programs at the Department of Homeland Security.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Homeland Security  
5       Professional Development Act of 2006”.

1 **SEC. 2. ESTABLISHMENT OF PROFESSIONAL DEVELOP-**  
2 **MENT PROGRAMS AT THE DEPARTMENT OF**  
3 **HOMELAND SECURITY.**

4 (a) IN GENERAL.—Title VIII of the Homeland Secu-  
5 rity Act of 2002 (6 U.S.C. 361 et seq.) is amended by  
6 inserting after section 843 the following:

7 **“SEC. 844. HOMELAND SECURITY MENTORING PROGRAM.**

8 “(a) ESTABLISHMENT.—

9 “(1) IN GENERAL.—Not later than 180 days  
10 after the date of enactment of this section, the Sec-  
11 retary shall establish the Homeland Security Men-  
12 toring Program (in this section referred to as the  
13 ‘Mentoring Program’) for employees of the Depart-  
14 ment. The Mentoring Program shall use applicable  
15 best practices, including those from the Chief  
16 Human Capital Officers Council.

17 “(2) GOALS.—The Mentoring Program estab-  
18 lished by the Secretary—

19 “(A) shall be established in accordance  
20 with the Department Human Capital Strategic  
21 Plan;

22 “(B) shall incorporate Department human  
23 capital strategic plans and activities, and ad-  
24 dress critical human capital deficiencies, re-  
25 cruitment and retention efforts, and succession

1 planning within the Federal workforce of the  
2 Department;

3 “(C) shall enable employees within the De-  
4 partment to share expertise, values, skills, re-  
5 sources, perspectives, attitudes and proficiencies  
6 to develop and foster a cadre of qualified em-  
7 ployees and future leaders;

8 “(D) shall incorporate clear learning goals,  
9 objectives, meeting schedules, and feedback  
10 processes that will help employees, managers,  
11 and executives enhance skills and knowledge of  
12 the Department while reaching professional and  
13 personal goals;

14 “(E) shall enhance professional relation-  
15 ships, contacts, and networking opportunities  
16 among the employees of the Department;

17 “(F) shall complement and incorporate  
18 (but not replace) mentoring and training pro-  
19 grams within the Department in effect on the  
20 date of enactment of this section; and

21 “(G) may promote cross-disciplinary men-  
22 toring and training opportunities that include  
23 provisions for intradepartmental rotational op-  
24 portunities, in accordance with human capital  
25 goals and plans that foster a more diversified

1 and effective Federal workforce of the Depart-  
2 ment.

3 “(3) TRAINING LEADERS COUNCIL.—

4 “(A) ESTABLISHMENT.—The Training  
5 Leaders Council established by the Chief  
6 Human Capital Officer shall administer the  
7 Mentoring Program.

8 “(B) RESPONSIBILITIES.—The Training  
9 Leaders Council shall—

10 “(i) provide oversight of the establish-  
11 ment and implementation of the Mentoring  
12 Program;

13 “(ii) establish a framework that sup-  
14 ports the goals of the Mentoring Program  
15 and promotes cross-disciplinary mentoring  
16 and training;

17 “(iii) identify potential candidates to  
18 be mentors or mentees and select can-  
19 didates for admission into the Mentoring  
20 Program;

21 “(iv) formalize mentoring assignments  
22 within the Department;

23 “(v) formulate individual development  
24 plans that reflect the needs of the Depart-  
25 ment, the mentor, and the mentee;

1 “(vi) coordinate with mentoring pro-  
2 grams in the Department in effect on the  
3 date of enactment of this section; and

4 “(vii) establish target enrollment  
5 numbers for the size and scope of the Men-  
6 toring Program, under the human capital  
7 goals and plans of the Department.

8 “(4) SELECTION OF PARTICIPANTS FOR MEN-  
9 TORING PROGRAM.—

10 “(A) IN GENERAL.—The Mentoring Pro-  
11 gram shall consist of middle and senior level  
12 employees of the Department with significant  
13 experience who shall serve as mentors for junior  
14 and entry level employees and employees who  
15 are critical to Department succession plans and  
16 programs.

17 “(B) SELECTION OF MENTORS.—Mentors  
18 shall be employees who—

19 “(i) understand the organization and  
20 culture of the Department;

21 “(ii) understand the aims of men-  
22 toring in Federal public service;

23 “(iii) are available and willing to  
24 spend time with the mentee, giving appro-  
25 priate guidance and feedback;

1 “(iv) enjoy helping others and are  
 2 open-minded, flexible, empathetic, and en-  
 3 couraging; and

4 “(v) have very good communications  
 5 skills, and stimulate the thinking and re-  
 6 flection of mentees.

7 “(C) SELECTION OF MENTEES.—Mentees  
 8 shall be motivated employees who possess po-  
 9 tential for future leadership and management  
 10 roles within the Department.

11 “(5) ROLES AND RESPONSIBILITIES OF PAR-  
 12 TICIPANTS IN THE MENTORING PROGRAM.—

13 “(A) MENTORS.—

14 “(i) ROLE.—A mentor shall serve as a  
 15 model, motivator, and counselor to a  
 16 mentee.

17 “(ii) LIMITATION.—Any person who is  
 18 the immediate supervisor of an employee  
 19 and evaluates the performance of that em-  
 20 ployee may not be a mentor to that em-  
 21 ployee under the Mentor Program.

22 “(iii) RESPONSIBILITIES.—The re-  
 23 sponsibilities of a mentor may include—

1 “(I) helping the mentee set  
 2 short-term learning objectives and  
 3 long-term career goals;

4 “(II) helping the mentee under-  
 5 stand the organizational culture of the  
 6 Department;

7 “(III) recommending or creating  
 8 learning opportunities;

9 “(IV) providing informal edu-  
 10 cation and training in areas such as  
 11 communication, critical thinking, re-  
 12 sponsibility, flexibility, and teamwork;  
 13 and

14 “(V) pointing out the strengths  
 15 and areas for development of the  
 16 mentee.

17 “(B) MENTEES.—The responsibilities of  
 18 the mentee may include—

19 “(i) defining short-term learning ob-  
 20 jectives and long-term career goals;

21 “(ii) participating in learning opportu-  
 22 nities to broaden knowledge of the Depart-  
 23 ment; and

24 “(iii) participating in professional op-  
 25 portunities to improve a particular career

1 area, develop an area of technical exper-  
 2 tise, grow professionally, and expand lead-  
 3 ership abilities.

4 “(6) REPORTING.—Not later than 180 days  
 5 after the date of the establishment of the Mentoring  
 6 Program, the Secretary shall submit a report on the  
 7 status of the Mentoring Program and enrollment, in-  
 8 cluding the number of mentors and mentees in each  
 9 component of the Department and how the Men-  
 10 toring Program is being used in succession planning  
 11 and leadership development to—

12 “(A) the Committee on Homeland Security  
 13 and Governmental Affairs of the Senate;

14 “(B) the Committee on Homeland Security  
 15 of the House of Representatives; and

16 “(C) the Committee on Government Re-  
 17 form of the House of Representatives.

18 **“SEC. 845. HOMELAND SECURITY ROTATION PROGRAM.**

19 “(a) ESTABLISHMENT.—

20 “(1) IN GENERAL.—Not later than 180 days  
 21 after the date of enactment of this section, the Sec-  
 22 retary shall establish the Homeland Security Rota-  
 23 tion Program (in this section referred to as the ‘Ro-  
 24 tation Program’) for employees of the Department.  
 25 The Rotation Program shall use applicable best



1 practices, including those from the Chief Human  
2 Capital Officers Council.

3 “(2) GOALS.—The Rotation Program estab-  
4 lished by the Secretary shall—

5 “(A) be established in accordance with the  
6 Department Human Capital Strategic Plan;

7 “(B) provide middle level employees in the  
8 Department the opportunity to broaden their  
9 knowledge through exposure to other compo-  
10 nents of the Department;

11 “(C) expand the knowledge base of the De-  
12 partment by providing for rotational assign-  
13 ments of employees to other components;

14 “(D) build professional relationships and  
15 contacts among the employees in the Depart-  
16 ment;

17 “(E) invigorate the workforce with exciting  
18 and professionally rewarding opportunities;

19 “(F) incorporate Department human cap-  
20 ital strategic plans and activities, and address  
21 critical human capital deficiencies, recruitment  
22 and retention efforts, and succession planning  
23 within the Federal workforce of the Depart-  
24 ment; and

1 “(G) complement and incorporate (but not  
2 replace) rotational programs within the Depart-  
3 ment in effect on the date of enactment of this  
4 section.

5 “(3) TRAINING LEADERS COUNCIL.—

6 “(A) IN GENERAL.—The Training Leaders  
7 Council established by the Chief Human Capital  
8 Officer shall administer the Rotation Program.

9 “(B) RESPONSIBILITIES.—The Training  
10 Leaders Council shall—

11 “(i) provide oversight of the establish-  
12 ment and implementation of the Rotation  
13 Program;

14 “(ii) establish a framework that sup-  
15 ports the goals of the Rotation Program  
16 and promotes cross-disciplinary rotational  
17 opportunities;

18 “(iii) establish eligibility for employees  
19 to participate in the Rotation Program and  
20 select participants from employees who  
21 apply;

22 “(iv) establish incentives for employ-  
23 ees to participate in the Rotation Program,  
24 including promotions and employment  
25 preferences;

1 “(v) ensure that the Rotation Pro-  
2 gram provides professional education and  
3 training;

4 “(vi) ensure that the Rotation Pro-  
5 gram develops qualified employees and fu-  
6 ture leaders with broad-based experience  
7 throughout the Department;

8 “(vii) provide for greater interaction  
9 among employees in components of the De-  
10 partment; and

11 “(viii) coordinate with rotational pro-  
12 grams within the Department in effect on  
13 the date of enactment of this section.

14 “(4) ALLOWANCES, PRIVILEGES, AND BENE-  
15 FITS.—All allowances, privileges, rights, seniority,  
16 and other benefits of employees participating in the  
17 Rotation Program shall be preserved.

18 “(5) REPORTING.—Not later than 180 days  
19 after the date of the establishment of the Rotation  
20 Program, the Secretary shall submit a report on the  
21 status of the Rotation Program, including a descrip-  
22 tion of the Rotation Program, the number of em-  
23 ployees participating, and how the Rotation Program  
24 is used in succession planning and leadership devel-  
25 opment to—

1                   “(A) the Committee on Homeland Security  
2                   and Governmental Affairs of the Senate;

3                   “(B) the Committee on Homeland Security  
4                   of the House of Representatives; and

5                   “(C) the Committee on Government Re-  
6                   form of the House of Representatives.”.

7           (b) **TECHNICAL AND CONFORMING AMENDMENT.**—  
8   Section 1(b) of the Homeland Security Act of 2002 (6  
9   U.S.C. 101) is amended by inserting after the item relat-  
10   ing to section 843 the following:

          “Sec. 844. Homeland Security Mentoring Program.  
          “Sec. 845. Homeland Security Rotation Program.”.

11   **SEC. 3. REPORTS TO CONGRESS.**

12           (a) **IN GENERAL.**—Chapter 41 of title 5, United  
13   States Code is amended by adding at the end the fol-  
14   lowing:

15   **“SEC. 4122. REPORTS TO CONGRESS.**

16           “The Director of the Office of Personnel Manage-  
17   ment shall report annually to the Committee on Homeland  
18   Security and Governmental Affairs of the Senate and the  
19   Committee on Government Reform of the House of Rep-  
20   resentatives on the training, mentoring, and succession  
21   plans and programs of Federal agencies, including the  
22   number of participants, the structure of the programs,  
23   and how participants are used for leadership development  
24   and succession planning programs.”.

1       (b) TECHNICAL AND CONFORMING AMENDMENT.—

2   The table of sections for chapter 41 of title 5, United  
3   States Code, is amended by inserting after the item relat-  
4   ing to section 4121 the following:

“4122. Reports to Congress.”.

5   **SEC. 4. AUTHORIZATION OF APPROPRIATIONS.**

6       There are authorized to be appropriated such sums  
7   as necessary to carry out this Act.

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